



HCCS BOARD OF TRUSTEES

Regular Meeting – Wednesday, June 12, 2024 – 5:30 PM – Room #144

Public Zoom Link: <https://zoom.us/j/96422657430>

- I. **Call to Order & Roll Call - 5:36PM** Present: Sherry, Laura, Dillon, Mouna, Daniel, Jordan. Vincent absent. No Admin present (Lindsey via Zoom). Teacher Liaison Thaddeus present. Sue arrived as aftercare closed.
- II. **Changes or Additions to the Agenda - None**
- III. **Public Comment -**
 - a. **Sammit Sabharwal** - See Statement
 - b. **Abby Adams** - Last board meeting as an HC parent - excited and wanted to express sincere thank you to the board. This is a tough volunteer position especially during this time of change. It's something I've never done though I've attended a lot of meetings. I encourage folks to come. There's a lot of opportunity in change and transition and I truly believe this board will optimize this opportunity for change - really make the most of this. Keep Up the good work - the school needs you.
- IV. **Board Correspondence - None**
- V. **Presentations:** Reauthorization Presentation, Cherie Vannatter, Deputy Superintendent, WISD
 - a. Raw Data is available
- VI. **Reports**
 - a. President's Report - The charter has been reauthorized for the next 5 years - and the start of the celebration of 30 years. Thank all board members for attending our Saturday board retreat. A significant portion of the time was used to discuss how we can improve as a board so that we can make the most positive impact on the community. We're working for increased communication and transparency. As we enter this 30th year we are reflecting. We have a focus of anti-discrimination as a challenge that needs to be addressed. We have a challenge of transitioning leadership - this is our first meeting since Kevin's resignation earlier this month.
 - i. We've met with the WISD to discuss this transition and the support they can provide for our school - both in the director search but also in a path of continuous improvement. Aligning our vision with our action. Challenging ourselves with new standard practices to increase transparency among all stakeholders.
 - ii. We've had two meetings with staff to open dialogue and we plan to continue that process.
 - iii. We'll be meeting over the summer - this is our last monthly board meeting for this term - with a special meeting on June 26th for second readings and to finalize the director evaluation. We'll continue with a significant amount of work over July and August.
 - iv. Look for information on committees. To break down siloed information we're inviting staff to join committees. We welcome any outreach from the community to any board members. Thank you all for being here and participating in school operations.
 - b. Director's Report - Lindsey
 - i. Extend the appreciation to the entire community, to the staff and parents for the last few weeks of amazing activities. The kids had great experiences and we're finishing strong. Looking forward to tomorrow's 8th grade graduation.
 - c. Committee Reports as Applicable
 - i. Finance - Laura: Budgeting in discussion/action items. Hoping to discuss foundation donation to celebrate the end of the year.
 - ii. Governance - Sherry: Spring policies updates, work on the charter reauthorization, updated board policies
 - iii. Strategic Planning - Sherry: Continued work over the summer and into the fall, at play during the director search
 - iv. Equity - Taryn: No current report - can submit a written report for the minutes.

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VII. Discussion Items

- a. 2023-24 Final Budget Amendment - first reading
 - i. Staff bonuses recommended with stipulations
 - ii. Fund Balance changes: Goal keep it about 13%, original projection was 18% and we intentionally wanted to spend it down and give it to teachers. 13.95% is an excellent fund balance - in light of other local districts it's phenomenal.
 - iii. That is the start of the fund balance for '24/'25. Currently there's another 2% decrease in the 24/25 from the initial to the start of the school year - this is very conservative - we've intentionally increased the amount of expenses so that we will not be under-reporting the fund balance. Finding additional funding sources is going to be important for us. A strong and active Foundation for the school can be a real asset for the school.
- b. 2024-25 Initial Budget - first reading
 - i. Place holder for lease increase (able to use leftover security grant funding to help offset that cost initially).
 - ii. Director search line item will be \$8K for a place holder
 - iii. Policy for adjusting to midrange on the pay scale for all open positions.
 - iv. 2% cost of living adjustment for all pay scales, hourly rates - daily rates not included.
 - v. Drop in state funding - we go for other grants. It's a tough time for school budgets right now.
- c. 2024-25 Academic Calendar - first reading
 - i. Lindsey - creation of the calendar is a team effort, staff-driven. It was close to what was asked for by the community. MDE clock hour requirements as audited by WISD.
 - ii. Daniel: When will the community calendar of events be released? Sherry - historically there's a summer meeting with the PTO with a working goal of having an event calendar by the start of the school year.
- d. Spring 2024 Board Policy Updates - Sherry: Policy updates are bundled for Spring 2024 - we contract with National Charter Institute for guidance on these policy updates.
 - i. 8 board policies are affected: All are legally required or contain legal content - there are no optional changes to be considered.
 - ii. Administrative changes are included for consistency to HC specific preferences (e.g. executive director instead of superintendent; inclusive pronouns, etc.). No changes to administrative guidelines at this time.
 - iii. When approved, updated documents will be archived on Board Docs website with all current board policies.
 - iv. 1420 - changes in evaluation of directors - eval aren't required to include state testing results as a part of the evaluation percentage. We currently use MSTEP and NWEA - this year we had 3 consecutive years of data to reflect the district student performance post-covid.
 - v. 2410 - Removal because additional information has been added to other policy numbers.
 1. 2414 & 2418 - Sex Education policy changes
 - vi. 3320 - Teacher Evaluation revised - percentage changes
 - vii. 6350 & 6520 - Prevailing Wage & Payroll Deductions - we don't currently have a teacher's union but we keep all policies up to date in case they ever become applicable
 - viii. 8800 - Religious & Patriotic Ceremonies and Observations - supports a school's decision to allow students periods of silence.

VIII. Action Items

- a. 2024-25 Compensation Recommendations - Motion to approve - Dillon, Laura. All present in favor (no vincent)
 - i. Adjust staff to the next higher step on the respective pay scales. No change for sub or contract rates.
 - ii. Increase all pay scales 2% COLA increase
 - iii. Distribute a bonus award to all staff - we want to recognize the staff for all their hard work and all these transitions. You're giving so much of yourself above and beyond your contract hours. We wish we could give you the moon. We aren't a for profit organization and when we have a fund balance like this it should go to the staff.
- b. 2024-25 Board Officers - Motion to approve nominating slate: Laura, Daniel. All in present in favor.

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- i. To organize the executive committee we combined VP and Treasurer last year. After discussion we thought it best to combine VP & secretary instead - allowing the treasurer to focus on finance and for the secretary to support the president and increase communication.
- ii. Nominating Slate:
 - 1. President - Sherry MacKay
 - 2. VP/Secretary - Dillon Hendrick
 - 3. Treasurer - Laura Pasek
- iii. Committees: Executive, Governance, Finance, Curriculum & Classroom Supports
 - 1. Open seats available for community and staff members
- iv. Liaisons/Representatives: Equity Advisory Board, Sex Education Advisory Board, PTO, Foundation
- c. Executive Director Search - Motion to approve placeholder line item and to spend the money to initiate the search: Daniel, Laura. All present in favor.
 - i. Designated by the governance committee either MASB or the WISD - up to \$8K
 - 1. Have received proposals from both MASB and WISD - decision lies in the governance committee.
 - a. MASB provides a more conventional approach
 - b. WISD provides a more tailored approach and opens up to add non-traditional candidates.

IX. Acknowledgements & Thank You's

- a. Dillon: I want to extend a huge thank you to Sue and the aftercare program. I've put in 20-30 hours a month for the school the last few months and I've been able to have my kids in after care free of charge for a lot of that - a service Sue offers to parents who are volunteering their time with Honey Creek. There's no way I could've done it without that - and my kids are always thrilled to go. Thank you for such an integral program for the school's success.
- b. Sherry: Thank you to the board, hard work, positive energy and trust. Acknowledging Kevin - to the work that has been so significant behind the scenes in documentation and organization. We have been working and investing the time in those systems and it is appreciated. Thank you to the amazing amount of input we've been receiving to the board from the community. We have significant challenges and I want to thank everyone for being honest and open - we recognize that there is work to be done and we can do this together. We can acknowledge the process as well as the continued work that's required.
- c. Daniel: Shout out to Abby for all your years of Honey Creek contribution! I also want to acknowledge Cindy who is retiring - for all her contributions over her career. My daughter was recently gushing over what she has learned and
- d. Laura: Thaddeus - I was blown away by PE Play Day! It was excellent - it was everyone having fun.
- e. Sherry: Adding to that as Staff Representative and Sex Educator!
- f. Mouna: I'd like to thank Sammit for his opening public comment. It's always hard to make public comments. We appreciate his thoughts and look forward to taking them into account.
- g. Sherry & Dillon - Thank you to the K/1 teacher who is retiring - she's giving that information in her own time but we value you and your contributions. Thank you for your smiling face and all your hard work.
- h. Sherry: Thank you to all the volunteers that make this community run. The head of the PTO, the foundation - encouraging parent involvement is what makes community.

X. Public Comment

- a. Sue hofbauer: Academic Service Learning - parade of graduates at 8:30 and then into the cafetorium - 37 HC students who have earned the president's volunteer service award. If you're around please help us celebrate these amazing young people who do amazing things! And to their teachers and parents, too who help support them.

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- b. Taryn Gal: On several committees but speaking as a parent - we've had a lot of conversations around inclusion and equity - I've come to realize over the last several months how rampant Anti-Semitism is in our school. Was hoping it wouldn't come here but it has - it's often a small part of DEI work. I've been heartbroken by how many, even those deep in the heart of social justice work, don't understand what Jew Hate looks like. I hope folks will take the time to educate themselves this summer before coming back and engaging with students in the fall.

XI. Adjournment - 7:24PM

Sammit Sabharwal's Written Statement for Public Comment

Dear Administration and Board,

Last month's heartbreaking testimonies made me so grateful that the administration took action to help our students feel that what they have faced is not acceptable and that we will not turn a blind eye. While suspensions are generally accepted in the surrounding schools, those schools continue to have a problem of bigoted rhetoric. We must do better. I think the Honey Creek model of problem solving and restoring relationships must be included in disciplinary actions. I was concerned after attending the last board meeting, and learning that reintegration is not a current practice.

When a child is removed from the school for their behavior there must be a plan to reintegrate them into the community to reestablish trust. I would encourage you to work with trained professionals on best practices for restorative justice. If it's done wrong, it can make things worse. However, having no reintegration will definitely make things worse. Relying on parents to help children understand why what they did was damaging is likely to fail when those same parents may not have had the skillset to prevent the damage from happening in the first place. What I ultimately fear may happen is the children that perpetrated bigotry will be shunned by their classmates and driven together. Without any reintegration, especially if they do not understand the gravity of their actions or its true effect on their peers, they may transfer the blame or resentment onto those they have wronged.

I have seen kids in this situation form echo chambers, cherry pick their data, and experiences to transform their shame into anger and grow up to be bigots. They are not bigots; they are children. I want to be clear that the victims of bigotry deserve to feel safe, secure, and to feel that the authority figures of this school have their backs. But we also have a duty to the children the perpetrated the bigotry - to educate them - in a way that is accessible to them - and help them be the best people they can be. Being held accountable *and* repairing damage done is part of this process and a critical life skill.